

# LYNCHBURG CITY COUNCIL

## Agenda Item Summary

MEETING DATE: **May 25, 2004, Work Session**

AGENDA ITEM NO.: 2

CONSENT:

REGULAR: **X**

CLOSED SESSION:

(Confidential)

ACTION: **X**

INFORMATION:

ITEM TITLE: **Compensation Issues**

RECOMMENDATION: Utilize additional funding provided for FY 2005 by the General Assembly under the provisions of HB599 to adjust salaries for LynCom and civilian employees of the police department with the remainder set aside to start to accumulate the resources to provide adjustments to firefighters' salaries, all adjustments to be consistent with the Compensation Philosophy.

SUMMARY: Council Member Foster has asked that I present to Council some options on funding salary adjustments for LynCom employees effective July 1, 2004. As you recall, my original proposal for salary adjustments in the Police Department included provisions for LynCom and civilian employees as well as sworn officers. Council, however, chose to only address sworn officers for changes effective January 1, 2004. While I had originally estimated that it would cost \$150,000 to make adjustments for LynCom and civilian employees, further analysis and the fact that some funding was included in the FY2005 Budget proposal to adjust minimums to market, indicate that this could be done for approximately \$100,000 on an annual basis.

I have identified four options for Council's consideration:

1. Do nothing
2. Utilize a portion of the \$173,000 positive balance that results from the budget plan currently before Council for second reading.
3. Utilize a portion of the \$263,000 in additional funding provided by the General Assembly under the provisions of HB599 for FY2005 with the remainder to be set aside to start to build up the resources to address employees of the Lynchburg Fire and EMS Department in the same manner as the Police Department.
4. Identify other areas in the budget for cuts in order to free resources to address the salary adjustments. I do not have any specific recommendations.

I recommend option #3.

PRIOR ACTION(S): N/A

FISCAL IMPACT: As noted above. Funding in the amount of \$100,000 should be adequate to address LynCom and LPD civilian employees.

CONTACT(S): Kimball Payne

ATTACHMENT(S): None

REVIEWED BY: lkp